

This form must be completed for all papers being submitted to the Board of governors

Report Title:	Annual Safeguarding Report 23/24		
Report to:	CQS	Date of Meeting:	10/10/2024
Author:	Nikki Southgate	Cleared by SLT:	Choose an item.

Action required of the Board/Committee:	Governors are asked to:	Approve
1. Impact on the quality of education or student experience: what impact (direct or indirect) is there on our learners	Developing a strong culture of safeguarding that is trusted, resilient and open to change supports this primary responsibility and duty of care towards students.	
2. Cost and resource implications: what are the cost and resource implications (including staffing), particularly if approval is required. Stating if this is within the approved annual budget?	No additional cost or resource implications	
3. Capital Investment required: is it within the approved Capital expenditure budget?	None	
4. Strategic Objective: indicate which one(s) will be impacted by the report and include a reference to any risks of not achieving the strategic objective(s)?	Achieving excellence and inspiring success by delivering a high-quality service that provides exceptional and personalised student support within a safe and secure environment with a positive approach to well-being.	
5. Risk assessment: please indicate how the report/proposal links to and affects the Risk Register	Failure to provide a safe environment for students, staff and visitors	

6. Impact on Themes: which groups will be impacted by this proposal and how?		
Sustainability What is the impact on the sustainability of our estate or sustainability in the curriculum?	Digital Excellence What is the impact on the progress towards digital excellence?	Equality What is the impact on EDI across the college?
Choose an item.	Choose an item.	Positive Impact

Comments:
7. Executive Summary: not more than 300 words and MUST be completed.
<p>An annual review of safeguarding activity for academic year 2023/24 with a three-year trend comparison and an outline of development plans for 24/25</p> <p>There has been a 14% increase in concerns raised compared to the previous year, rising from 1,897 to 2,183. Home issues related concerns are the biggest reason for concern with a 36% increase in these types of concerns compared to the previous period.</p> <p>The Safeguarding Team are increasingly aware of individual safeguarding needs and risks early in the student journey, this will allow for increasingly proactive support and risk management.</p> <p>We are fully compliant with the statutory requirements set out in the 2024 Keeping Children Safe in Education guidance.</p>

MOULTON COLLEGE
ANNUAL SAFEGUARDING REPORT 2023/24

1 Purpose

To report on safeguarding activity for the 2023/24 academic year to demonstrate compliance with our legal duties.

2 Key points in this paper

This paper provides an annual overview of Safeguarding within the College specifically relating to:

- Safeguarding Audit
- Staff training
- Prevent update
- Links with external bodies
- Summary of interventions
- Actions/development plans going forward.
- Impact on Students
- Key risks
- Conclusions/Recommendations

3 Safeguarding Audit

3.1 The college undertook an internal audit of the safeguarding practices at college for 2023/24. This was carried out by Wylie + Bissett in April 2024 with an overall “Strong” grade.

The purpose of the review was to assess whether the College's systems and procedures for safeguarding are fully compliant with legislation and the college are taking all necessary steps to protect its students.

The audit recognised a number of good practices at college with only one recommendation regarding the single central record which, although up to date, the start date of Governors is not completed and therefore unclear whether their DBS checks were done prior to their start date. It acknowledges that the colleges processes classifies governors as volunteers until their DBS Checks are completed.

Regular checks of the SCR continues to be monitored closely and updated promptly in line with

any staffing changes. The Executive Director of Human Resources meets twice a year with the Safeguarding governor to review the SCR and at regular intervals throughout the year with the Director of SEND and Student Support.

4 Staff training

- 4.1. Safeguarding and Prevent continue to be key elements of the staff development and training plans within the College. The Executive Director of HR and the Director of Curriculum are key members of the Safeguarding Committee and provide updates to the Committee on progress against mandatory training targets. This includes an online module on Safeguarding & Prevent via our Smartlog system.
- 4.2. Safeguarding is also a key part of the new Staff Induction. Staff are invited to a Staff Induction session, which includes an overview and briefing on the Safeguarding procedures for Moulton College, delivered by the Safeguarding Manager.
- 4.3. A comprehensive safeguarding induction is also included in the fortnightly induction schedules for new teaching staff, which allows for more detailed training, and this includes supporting and monitoring vulnerable learners, including Children in Care.
- 4.4. Completion of all mandatory Smartlog training and compliance with the statutory requirement to read and mark as read Part One of KCSIE, is a limiting element of the annual PDR process.

4.5. Table 1: Record of Mandatory Smartlog Training (September 2024)

Course Name	Assigned to Course	Completed Course	% Completion
DSE Users			
E-Safety			
Equality & Diversity Awareness			
Fire Awareness			
Health & Safety at Work			
Manual Handling			
Safeguarding & Prevent			
Slips, Trips & Falls in Education			
GDPR			
Overall			

- 4.6. The safeguarding team continue to deliver a range of relevant CPD sessions to curriculum and pastoral teams in response to emerging themes and identified risks. They also arrange external specialist speakers in to train staff on specific issues. My Concern data is analysed by School and Course level to enable targeted CPD.

4.7 Table 2: Outline of Safeguarding related CPD delivered face to face and on-line.

Sessions Delivered by Safeguarding Team
Annual safeguarding update
Door 2 Door drivers training to include behaviour expectations/boundaries
External bus driver training to include behaviour expectations/boundaries
Sessions Delivered by External Specialists
Online safety
Sexual health training
Diabetic training

5 Report on staff safeguarding investigations (fully anonymised)

6 Prevent update

- 6.1. In the 2023/24 academic year, the category of ‘Extremism/Radicalisation’ was reported once, consistent with the previous year. One student joined Moulton already engaged with the Prevent team, and we collaborated closely with both the student and the agency to provide ongoing monitoring and support.
- 6.2. Prevent and Radicalisation forms a key component of induction through the Run, Hide, Tell Campaign and is also revisited through a bespoke tutorial session which features, Prevent, British Values and On-line Safety.
- 6.3. Students are surveyed in each term to check their understanding of safeguarding and whether they feel safe. Where there are issues identified through the survey, follow up action is taken within each individual school. In Term 1 of 2023/24 the ‘staying safe’ indicator was 94% agree, which is identical to 22/23. This dropped slightly to 92% for the end of year survey, which is -2% of that point last year. All Schools were required to create action plans in response to the results at each survey to continue to drive our satisfaction ratings higher.
- 6.4. The College continues to be a member of the Prevent Regional Steering group which is chaired by the East Midlands Regional Prevent Coordinator HE/FE and brings together other education providers from across Northampton and Northamptonshire. The Director of SEND and Student Experience is the Single Point of Contact (SPOC).
- 6.5. Prevent data is presented at the Safeguarding Committee.

7. LINKS WITH EXTERNAL AGENCIES

Organisation	Number of Referrals 23/24	Number of Referrals 22/23
Police	12	24
ACE	2	1
CAMHS	1	1
CIRV	0	1
Food bank	1	5
IAPT	9	2

7.1

LADO	2	3
NGAGE	2	4
MASH	14	17
Adult Social Care	1	4
Early Help	1	4
Rape Crisis	3	2
Young Carers	10	0
Serenity	5	10
Service Six	14	7
SAP	20	7
Lowdown	12	0
TOTAL	109	92

During 23/24 there have been 109 referrals to external

agencies, this was up from 92 in 22/23. We are experiencing a higher number of students enrolling at the College with existing issues, which accounts for the increase in referrals.

The Student Support Team have also attended 160 external meetings, which is a 15% increase on the previous year.

8. Summary of interventions

- 8.1. Referrals are received by the Safeguarding & Wellbeing Team throughout the year, though there is an identified increase at the beginning of the academic year when students first come to college. There is also increased activity with students who come to the College with support in place, and this is handed over to the safeguarding team by various agencies and professionals, including their previous school.
- 8.2. Predominantly many referrals in relation to safeguarding concerns are existing issues within a young person's life. The safeguarding team work to ensure continuity for the young person in terms of engagement with agencies and professionals. Where new issues are presented, there are a variety of support routes available to the College, from managing in house through wellbeing support at the Wellbeing Hub or via 1:1 appointment with the team, to referring to a range of services including our Student Assistance Programme, Lowdown, GP or other health services, Social Care, or more specialist services.
- 8.3. The safeguarding team have dealt with 1153 concerns in 2023/24, which is an 47% decrease on the previous year. This may be as a result of the increased support being provided to students in the wellbeing hub which began at the start of the 2023 academic year. This allows students to attend to discuss issues as they happen and result in a speedier resolution. As a result less concerns raised as the concern is resolved sooner and does not result in multiple concerns for one student. We also introduced the Support for Continuing Studies meetings that are held in place of disciplinaries when the attendance/behaviour issues are a result of mental health or Medical issues. This allows support and actions to be implemented and reviewed in order to better support the student to remain in college, thus resulting in less concerns and improvement in attendance.

Table 4: Safeguarding Concerns: 3-year trends (excluding Covid)

2023-2024	2022-2023	2021/22
1153	2183	1,803

Table 5: Categories of concerns: 3-year trends (excluding Covid)

Top 10	2023-2024	2022-2023	2021-2022
1	Mental Health (237)	Home Issues (231)	Mental health (207)
2	Home Issues (151)	Mental Health (205)	Home issues (194)
3	Behaviour (100)	Behaviour (179)	Anxiety (142)
4	Attendance (93)	Low Level Behaviour (111)	Welfare (111)
5	Anxiety (88)	Peer on Peer Verbal Abuse (93)	Self-harm (107)
6	Peer on Peer verbal Abuse (75)	Suicidal thoughts (88)	Low mood (99)
7	Low mood (74)	Attendance (80)	Behaviour (95)
8	Self-harm (69)	Low mood (80)	Attendance (83)
9	Suicidal thoughts (57)	Self-Harm (68)	Suicidal thoughts (67)
10	Low level behaviour (29)	Anxiety (64)	Medical condition (48)

- 8.4. Categories related to ‘mental health’ remain our most common category with 546 categories assigned during 23/24, which is an overall increase of 5.4% on the previous year.

Table 6: Categories relating to mental health: 3-year trends.

	2023/2024	2022/23	2021/22
Anxiety	88	64	142
Depression	2	0	6
Emotional health	1	0	0
Low Mood	74	80	99
Mental health	237	205	207
Panic attack	8	0	23
Self-harm	69	68	107
Suicidal attempt	10	15	18
Suicidal thoughts	57	86	69
TOTAL	546	518	671

- 8.5. This rise in mental health concerns is representative of the national picture in relation to young people’s mental health. We believe the increasing number of students presenting with mental health difficulties can still be related to the impact of the pandemic, but more increasingly as a direct result of home issues, in particular cost of living crisis.
- 8.6. Home issues category is our second most common cause of concern with 151 concerns raised, representing a 35 % decrease on the previous year. Generally, the issues relate to family dynamics,

financial issues and mental health/addictions emerging with parents/guardians and the increase in mental health issues have been linked closely to home issues.

- 8.7. There has been an increase of 175 % in reports of harmful sexual behaviours and 59% decrease in reports of sexual assault.

Table 7: Categories relating to harmful sexual behaviours: 3-year trends.

	2023/2024	2022/23	2021/22
Child Exploitation	0	1	0
Harmful Sexual Behaviour	11	4	2
Sexting	0	0	2
Sexual Abuse	13	0	6
Sexual Assault	11	27	18
Sexual Harassment	9	9	6
Sexualised Behaviour/Language	0	0	5
Historical Concern	21	19	-
TOTAL	65	60	39

- 8.8 There has been a 34% decrease in concerns raised for EHCP/High Needs learners

- 8.9 Table 5: Total number of concerns from EHCP/High needs learners

2023/2024	2022/23	2021/22
124	143	123

9. ACTION/DEVELOPMENT PLANS GOING FORWARD

- 9.1. In the 2024/25 academic year, the safeguarding team will introduce a roaming safeguarding staff member who will be present across all three sites at various times throughout the week. This initiative aims to provide equal access to safeguarding support in all academic areas and ensure that hard-to-reach students receive in-person assistance.
- 9.2 Additionally, the safeguarding team will play an enhanced role in the induction process for new staff. Beyond the biweekly group induction sessions, we will now meet individually with new staff every Friday to review a comprehensive safeguarding checklist. This will cover essential topics such as professional

behaviour and boundaries, how to utilise my concern reporting system, and support for the continuing studies process amongst other current topics.

10. IMPACT ON STUDENTS

10.1. The Safeguarding arrangements within the College should have a positive impact on students to enable them to feel safe and supported at college.

10.2 In the 2023/24 academic year, we received 842 safeguarding files from previous schools for students who enrolled in September 2023. The safeguarding team meticulously reviewed each file to ensure that the College was fully informed about existing support needs and potential risks. This thorough process facilitates timely and appropriate support and risk management.

Given the volume of files reviewed and the critical nature of promptly addressing identified risks, the team is committed to enhancing this process for the upcoming academic year. To streamline communication, we will request that schools provide a summary sheet with the submitted files, highlighting active concerns and any ongoing agency involvement. This will allow us to respond more swiftly and effectively to the needs of our students.

11. KEY RISKS

11.1. Safeguarding our students is a high priority and there are risks given the number of students with high level needs and complex mental health issues. The safeguarding team remain a member of staff short and are currently recruiting for this post.

The continued focus at Board and SLT level will ensure that the College meets its' statutory obligations.

12. CONCLUSION/RECOMMENDATIONS

12.1. The Committee/Board are asked to note the contents of the report and recognise the significant increase in safeguarding cases being presented and the progress that has been made in developing robust policies and procedures for Moulton College.

Top 3 concerns in college for 2023 to 2024	Concern 1	Concern 2	Concern 3
Animal Welfare	Mental Health	Home Issues	Self-Harm
Construction	Mental Health	Attendance	Home Issues
Land & Equine	Mental Health	Home Issues	Behaviour
Sport & Public Services	Mental Health	Home Issues	Attendance
Foundation Learning	Mental Health	Behaviour	Attendance
Business	Anxiety	Home Issues	Behaviour
Food & Drink	Bereavement	Behaviour	Eating Disorder
Higham	Home Issues	Mental Health	Attendance